

Reference:	FOI.13239.23
Subject:	Retire and return staff
Date of Request:	27 November 2023

Requested:

Please supply answers to the following questions relating to staff taking retirement and accessing their pension, and continuing to work for your organisation in some capacity by completing the following tables, where **Total hours** is the total number of hours worked (across any number of normal / bank contracts, or separate assignment numbers)

To clarify – I am looking for all staff who have submitted their AW8 (even if retirement is in the future) between 1st December 2022 to date.

1. All *Retire and Return* Staff

i.e. staff who are re-employed following retirement

Numbers of staff choosing to Retire & Return		Total Hours** After taking Retire & Return			
		1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 h – 37 h)	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0.4 WTE or less (≤ 15 h)
Before taking Retire & Return (Total Hours**)	1.0 WTE (37.5 h)				
	0.6 to < 1.0 WTE (22.5 h – 37 h)				
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)				
	0.4 WTE or less (≤ 15 h)				

****Total hours** is the total number of hours worked for any member of staff (across any number of normal / bank contracts, or separate assignment numbers)

2. Partial Retirement Staff

i.e. staff who chose to take part, or all, of their pension benefits and continue in NHS employment.

Numbers of staff choosing to Partial Retirement		Total Hours** After taking Partial Retirement			
		1.0 WTE (37.5 h)	0.6 to < 1.0 WTE (22.5 h – 37 h)	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)	0.4 WTE or less (≤ 15 h)
Before taking	1.0 WTE (37.5 h)				

Partial Retirement (Total Hours**)	0.6 to < 1.0 WTE (22.5 h – 37 h)				
	> 0.4 to < 0.6 WTE (> 15 to < 22.5h)				
	0.4 WTE or less (≤ 15 h)				

3. Partial Retirement Staff – particular category

Staff who have reduced pensionable pay by 10% or more, but who have **not** reduced total hours worked (across any number of normal / bank contracts, or separate assignment numbers)

Numbers of staff choosing to Partial Retirement without reducing total hours (across any number of normal / bank contracts, or separate assignment numbers)	Partial Retirement 10% pensionable salary reduction achieved by				
	Reduction in level of responsibility or Stepping down to lower paid role	Second ESR Assignment number (payroll record) (non-pensionable)	Bank contract (non-pensionable) with annual leave accrual	Bank contract (non-pensionable) with <u>no</u> annual leave accrual	Temporary change to terms and conditions e.g. assigning some element of pay to be ad-hoc / temporary (non-pensionable)

Response:

Hywel Dda University Health Board (UHB) regrets to inform you that it does not hold the information requested. Retire and return staff and AW8 forms are processed by the Payroll and Pensions Department in NHS Wales Shared Services Partnership (NWSSP).

We therefore recommend that you contact the Freedom of Information (Fol) Team in NWSSP, who may be able to help you further with your enquiry. Contact details for NWSSP are as follows:-

shared.services@wales.nhs.uk or alternatively, you can contact: Information Governance Manager, 4-5 Charnwood Court, Heol Billingsley, Parc Nantgarw, Cardiff, CF15 7QZ.